

STATE OF TEXAS §

COUNTY OF TARRANT §

CITY OF BEDFORD §

The City Council of the City of Bedford, Texas, met in Work Session at 5:30 p.m. and Regular Session at 6:30 p.m. in the Council Chambers of City Hall, 2000 Forest Ridge Drive, on the 9th day of July, 2013 with the following members present:

Jim Griffin	Mayor
Chris Brown	Council Members
Michael Boyter	
Ray Champney	
Jim Davisson	
Patricia Nolan	
Roy W. Turner	

Staff present included:

Beverly Griffith	City Manager
David Miller	Deputy City Manager
Stan Lowry	City Attorney
Michael Wells	City Secretary
Doug Campbell	Municipal Court Manager
Roger Gibson	Police Chief
Tom Hoover	Public Works Director
Jill McAdams	Human Resources Director
Mirenda McQuagge-Walden	Managing Director
James Tindell	Fire Chief

WORK SESSION

Mayor Griffin called the Work Session to order at 5:30 p.m.

- **Review and discuss items on the regular agenda and consider placing items for approval by consent.**

Council discussed placing the following items on consent: 1, 3, 6 and 7.

Human Resources Director Jill McAdams presented information regarding Item #4. She introduced Lisa Mizell with Benefits Seminar Plus (BSP) and Ruben Parra with Cigna. The contracts for health and dental insurance are almost up. For health insurance, BSP went out for bid and received three bids that were considered competitive. The City has been with Cigna for seven years. There are two plans under Cigna: the base plan, which has a \$2,500 deductible for individuals and \$5,000 for family; and a buy-up plan, which has a \$1,500 deductible for individuals and \$3,000 for families. The bids came in with Cigna at 4.59 percent over premium, Aetna at 0.89 percent over premium, Blue Cross Blue Shield at 5.78 percent over premium and United Health Care at 21.92 percent over premium. The Cigna bid included taxes under the Affordable Health Care Act, predicted to be about 4 percent of premium, while Aetna's only included the federal tax. Cigna offers generic medications for preventative conditions at zero cost and there is a high employee utilization of 86 percent, compared to 76 percent in Cigna's Book of Business. Cigna's bid is based on a mature plan, while Aetna's is based on an immature plan year and approximately eight percent would be made up in the following year's renewal rate. In regards to dental insurance, two competitive bids were received. Cigna's bid was at 11 percent over the current rate and Metlife's was ten percent over the current rate. After discussions, Cigna's bid is now at ten

percent over the current rate. In answer to questions from Council, Ms. McAdams stated that the bids were all for one year; and that the City has been using BSP for approximately 15 years and they act as the City's broker to find the best rates. In answer to further questions from Council, Ms. Mizell stated that she represents five cities and Bedford is not their biggest customer; that they negotiated with the other companies and received updated bids from Blue Cross Blue Shield and Aetna, but not United Health Care; that she is concerned that the bids were received in May and that there have been two more months of claims since that time; that the City is currently in the mid 80 percent range and that insurance companies like to see claims at between 80 and 85 percent; that she goes out on behalf of the City to companies that have at least an A – rating and that the City puts out an advertisement for bids; and that Bedford is her only customer with Cigna. Mr. Parra stated that comparing Bedford's policy with any other city would be comparing apples to oranges as there are different demographics and sets of benefits. Ms. Mizell stated that she does not get a commission; that a fee was negotiated 15 years ago and has not been increased; that no commissions were included in the RFP; and that having no commissions is not common in the private sector but with cities it is a mixture. There was discussion regarding fees, including a \$63.00 fee per member per year, a \$2.00 fee per member per year, and a more nebulous fee that is based on the volume of business an insurer has in an area; and that there would be no adjustments to the fees until the next renewal. There was discussion that the notices regarding the new health care act were received from BSP and Cigna and that the City would be sending it out to employees by the end of August or the beginning of September. In answer to questions from Council regarding having more creative products with the changes in healthcare, Mr. Parra stated that he expects to see something more in year two and that more employers are moving to the high deductible healthcare approach. In regards to the City being more creative in its program to generate savings, there was discussion regarding the employee clinic; the City moving to a high deductible plan five years ahead of its sister cities; the goal each year being the lowest premium; health savings accounts; the City's wellness program; and the on-line enrollment system provided by BSP. In regards to timeframes, it was stated that the City has not signed a letter of intent and that the bids are good for 60 days from June 1, with the open enrollment process beginning the second week of August. There was discussion regarding tabling the item until the next Council meeting to explore possibilities on proceeding differently; and whether the City is being creative enough. There was discussion regarding the reasons the last two months of claims have increased; the Aetna bid including the \$65.00 in fees discussed earlier and that 1.5 percent could be added on top of their bid; and that Aetna bid on a short plan year. In regards to tabling the item until the next Council meeting and where it puts the City, there was discussion that it would push the open enrollment period back; that employee records have to be manually checked; that changes have to be timed with the last payroll; the contract with Cigna expiring on September 30; risks associated with the increased claims over the last two months; tiers, doctors and medications not being part of the decision on plans; and the timing of the item being brought before Council. Councilmember Boyter issued a personal protest that there are other options available, encouraged the City Manager to look for another approach and that there are opportunities to have a certain level of benefits that produces savings for the City but does not harm the employees. In answer to questions from Council regarding incentives for employees to be healthier and stay healthy, Ms. McAdams discussed employees being charged a \$500 increase if they do not get an annual physical, that there have been discussions on adding employee spouses to the incentive and that only four employees did not get their physicals; health risk assessments including that the number of employees who do one each year is in the upper 200s; and that Cigna contributes \$12,000 for the employee wellness program, which has also started focusing on emotional wellness. There was further discussion regarding timeframes including that the City is not likely to get quotes from insurance companies any earlier. Council decided to vote on this item during the regular session and was of the consensus for staff to look at creative ways to improve the insurance package moving forward.

Fire Chief James Tindell presented information regarding Item #5. The City's current emergency notification system was put in place two years ago at no cost. That company was purchased by Code Red who wants to start an annual rate. Code Red limits itself to 10,000 messages, while the City is pushing for 14,000 members. Last year, the City sent out 115,206 messages and the City would have to pay \$200 each per additional 1,000 messages. In comparison, Blackboard allows an unlimited number of messages. The cost of the contract is more expensive at \$35,000; however, there is the potential of \$10,000 savings in postage for past due water notices. The system can send messages via

the phone, text messaging, Facebook, Twitter and RSS. The system can be used for alerts regarding weather, missing children, hazardous materials incidents, and evacuations as well as notices about warrants. It also has the ability to geographically target certain areas or groups, such as schools. The system can be used for the notices regarding utility payments; employee notifications; general information; notices regarding water and power; health and social services including flu shots, water boiling and mosquito spraying; parks and recreation sign-ups, marketing; tourism; and citizen feedback including surveys. Chief Tindell presented information regarding texting including that 2.3 trillion messages were sent in 2011 in the United States; that 75 percent of Americans text regularly; that 65 percent of mobile users have unlimited plans; and that there are 331 million subscribers in the United States. There is an app that can be downloaded to allow employees to send messages from anywhere. In answer to questions from Council regarding how phone numbers are captured, Chief Tindell stated that landline companies will sell the information to the City, that the City would push for signups for cell phones and that they are pushing for 15,000 contacts. In regards to outstanding warrants, Municipal Court Manager Doug Campbell stated that there are approximately 10,000 outstanding warrants totaling \$3.65M. The Court generally has phone information for defendants from previous contacts. In answer to further questions from Council, it was stated that the City owned the numbers currently with Deltaalert as part of the contract; that Blackboard has multiple mainframes and redundancy in case of a power outage; that Blackboard has 200 clients in Texas alone, as well as in Arkansas, Alabama, Oklahoma and California; that there are 16,458 landlines in the City; that the City would not have to do anything special involving a large effort or cost; and that under Deltaalert there were 8,000 contacts. There was discussion regarding the privacy of numbers and giving citizens the option to opt out of the system.

Public Works Director Tom Hoover presented information regarding Item #8. This is for repaving and utility improvements on Somerset Terrace. They are addressing where the pavement has failed and water line problems. This item has been budgeted through 4B. They included sidewalks along Bedford Road as it serves multi-family and is utilized by students from Trinity High School. When it was discovered that there had not been a public hearing on the sidewalk, this item had already been bid. He recommended awarding the bid and then doing a change order to remove the sidewalk on Bedford Road and put one at the corner of Schumac Lane and Forest Ridge Drive as Council had discussed previously. In regards to a question from Council regarding doing the whole street, he stated that ideally it would be all done at once but funding was limited and that they are going to do concrete paving in this area. He further stated that he has worked with people at the company in the past and that the consulting engineer has checked out their references.

- **Discussion regarding Joint Meetings with Boards and Commissions.**

City Manager Beverly Griffith stated that at the Work Session in June, Council was unable to discuss a number of items including joint meetings with Boards and Commissions. They have started the practice of meeting with some including the Planning and Zoning and Cultural Commissions. A tentative joint meeting with the Community Affairs Commission (CAC) has been scheduled for July 16 at 7:00 p.m. She requested input on how Council would like the meetings laid out, what they would like to see accomplished, and how they would like the meetings prioritized. There was discussion regarding providing the Board and Commission with the Council's plan and to see what they are working on; establishing a process whereby a representative from each would make presentations to Council; Council having a conversation on the Board and Commission parameters prior to meeting with them; postponing the meeting with the CAC until Council can get on the same point; explaining the roles of both the Boards and Commissions as well as the liaisons; the process being evolutionary and acting as an interchange of ideas; meeting with them on a regular basis; that the CAC has a number of ideas and are excited to talk about possibilities; and having a Council work session to go through each Board and Commission to see what Council would like them to do. Council was of the consensus to hold the joint meeting with the CAC on July 16 to hear their ideas and see what they are working on. They were also of the consensus that when the Council does a follow-up on the meeting with the CAC, they would discuss prioritizing the meetings.

- **Discussion regarding the Council calendar.**

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Ms. Griffith stated that the Council calendar tries to take a two month look at upcoming events of interest including Council and Board and Commission meetings, Chamber luncheons and large special events. In the past, an effort was made to make sure that things that involve the entire Council were included. She asked Council if the information provided was meeting their needs. Council was of the consensus to include Friends of the Library and Friends of the Park meetings in the calendar.

- **Discussion regarding conducting a resident satisfaction survey. **This item requested by Councilmember Nolan.**

Councilmember Nolan requested this item be placed on the agenda for discussion. She stated that Council has talked several times and indicated moving forward on doing a resident/business survey regarding the types of services citizens may need or have changed. She requested that an RFP be put out to get a company to do the survey, which would be independent of the City and staff and asked what the next step would be. In regards to the last survey which was performed in 2001, Ms. Griffith stated that it was a resident feedback on City services in preparation for the November bond election; that a consultant was involved who drafted questions with general guidance by the Council; that it was a telephone survey made by the consultant and their staff, who then compiled and presented the results; and that they made approximately 400-500 contacts. There was discussion regarding building the necessary funds into the budget; how inclusive the scope of the survey should be; that the proposals contain a menu of items for Council to choose from; and that funds for a survey have been budgeted in the past but never moved forward on by the Council. Managing Director Mirenda McQuagge-Walden presented information regarding surveys from other cities. The cities of Southlake and North Richland Hills have a general city-wide satisfaction survey every other year. Southlake's survey was made up of at least 74 questions. Prices ranged from \$20,000 to \$21,000. Per the survey research center at the University of North Texas, depending on the specificity of the survey, costs could range from \$17,000 to \$25,000. Surveys can be a hybrid of on-line, phone and mail. Several cities have gone to a model where a sampling of households was mailed a postcard inviting them to respond to the survey. There was a requirement of having at least 400 responses, which would give a plus/minus percentage of five percent. There was discussion on setting benchmarks and parameters; having a rough idea of the cost; using previous surveys to get an idea of the scope; and that the timeframe would be six weeks to two months to develop the instrument and one month to six weeks to prepare the report. Council was of the consensus for staff to provide Council with the 2001 survey as well as those from North Richland Hills and Southlake to review at the next Council meeting. There was discussion on having a company interview the Council from which questions are developed.

- **Discussion regarding a presentation from Jeff Law, Tarrant Appraisal District Chief Appraiser, regarding the proposed TAD budget, trends in Bedford property values (residential and commercial) and an overview of 2013 values at the July 23, 2013 regular meeting. **This item requested by Councilmember Nolan.**

Councilmember Nolan requested this item be placed on the agenda for discussion. She stated that the previous year, Council had discussed having Jeff Law from the Tarrant Appraisal District (TAD) talk to Council about TAD's budget, trends in residential and commercial property values in Bedford and an overview of 2013 values. She suggested that he come speak at the next Council meeting on July 23. There was discussion regarding trends with construction; that the final tax rolls would probably be available on July 25; having Mr. Law come to the August 13 Council meeting instead; a decline of 7 percent in Bedford property valuations and the possible impact of the highway construction on that figure; and what would be done with the information given by Mr. Law. Council was of the consensus to invite Mr. Law to the August 13 Council meeting.

Mayor Griffin adjourned the Work Session at 7:36 p.m.

EXECUTIVE SESSION

To convene before the Regular Session, if time permits, in the conference room in compliance with Section 551.001 et. Seq. Texas Government Code, to discuss the following:

- a) Pursuant to Section 551.072, to deliberate the purchase, exchange, lease or value of real property – A 1152 Tract 5E, Robert Morrow Survey.

Council was unable to meet in Executive Session prior to the start of the Regular Session.

Council convened into Executive Session pursuant to Texas Government Code Section 551.072, to deliberate the purchase, exchange, lease or value of real property – A 1152 Tract 5E, Robert Morrow Survey at 8:29 p.m.

Council reconvened from Executive Session at 8:37 p.m. Any necessary action to be taken as a result of the Executive Session will occur during the Regular Session of the Bedford City Council Meeting.

REGULAR SESSION 6:30 P.M.

The Regular Session began at 7:41 p.m.

CALL TO ORDER/GENERAL COMMENTS

Mayor Griffin called the meeting to order.

INVOCATION (Pastor Kevin Smith, Faith Christian Fellowship Church)

Pastor Kevin Smith of Faith Christian Fellowship Church gave the invocation.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was given.

OPEN FORUM

Nobody chose to speak under Open Forum.

CONSIDER APPROVAL OF ITEMS BY CONSENT

Motioned by Councilmember Champney, seconded by Councilmember Turner, to approve the following items by consent: 1, 3, 5, 6, 7 and 8.

Motion approved 7-0-0. Mayor Griffin declared the motion carried.

APPROVAL OF THE MINUTES

1. Consider approval of the following City Council minutes:
 - a) June 12, 2013 work session
 - b) June 25, 2013 regular meeting

This item was approved by consent.

PERSONS TO BE HEARD

2. The following individual has requested to speak to the Council tonight under Persons to be Heard.
 - a) Andy Sioco, 145 Ravenswood Drive and Salvatore Caruso, 148 Ravenswood Drive, Bedford, Texas – Requested to speak to the Council regarding lowering the speed limit on Ravenswood Drive/Russell Street from 30 MPH to 20 MPH for safety concerns.

Andy Sioco, 145 Ravenswood Drive and Salvatore Caruso, 148 Ravenswood Drive – Mr. Caruso stated that their biggest point is the safety of Ravenswood Drive as it flows into Russell Street and Ms. Sioco stated that their concern was the safety of children. She stated that the Council's mission statement includes "Be Responsive to the Needs of the Community" and "Provide a Safe and Friendly Community Environment" and that they are concerned about a safe, community environment. She presented a petition of 77 signatures, representing 74 households, asking for the speed limit on Ravenswood and Russell to be lowered from 30 mph to 20 mph and/or that a three-way stop sign be installed at King Drive or Jerry Lane as well as to increase the police presence in the area. Since October of 2011, there have been nine reported accidents on their street. One accident was on June 30 where a vehicle flipped over 20 yards from her bedroom and where neighbors were in their yards and kids were walking. One neighbor has had their vehicle hit four times in a decade, with the latest one totaling the vehicle. Drivers are using speeds in excess of 30 mph; the street is only 30 feet in width; and it only has one stop sign the entire length of 0.8 miles. This combination makes it a dangerous stretch of road for pedestrians and vehicles. Nearby Wade Drive is 40 feet in width and has three stop signs. She stated that another reason that children are in danger is that Stonegate Elementary is across Bedford Road and that children use Ravenswood to go to and from school. In regards to whether a municipality can lower the speed limit, she stated that a provision in state law allows a city to declare a 25 mph speed limit on a highway if it is deemed unreasonable or unsafe. This can be based on the number of speed limit citations, warning citations and vehicle accidents attributable to speed limit violations.

In regards to a question from Ms. Sioco regarding an investigation on their street pertaining to speeding, Police Chief Roger Gibson stated that Ravenswood and Russell are long streets that connect Pipeline Road and Bedford Road, and therefore get additional traffic. He did research and speed was not listed as a contributing factor in the accidents discussed previously. It is a well traveled street and there are a lot of children because of the school. The speed trailer was used in the area three weeks ago. He stated that the Police Department will get more traffic enforcement on the street.

Mr. Hoover stated that the last traffic study on the street was performed two years ago and only for one day. He would like to do a study for one week. Having a long, straight road does sometimes cause traffic to increase. In previous conversations, he stated that lowering the speed limit does not necessarily lead to lower speeds and that going more than 5 mph below the 85th percentile does not gain anything and would be building a speed trap. He will look into traffic calming devices. There are certain rules and regulations regarding stops signs but he will look into those as well.

Ms. Sioco asked whether Ravenswood was designated as a thoroughfare; however staff was unable to answer her questions at that time. She stated that another provision in state law allows a city to declare a lower speed limit of 20 mph unless the street is designated as a thoroughfare by the city planning commission. She stated that Schumac Lane is a wider street and the speed limit is at 20 mph. In regards to stop signs, she stated that Wade Drive has two three-way and one four-way stop signs. Ravenswood has four "children at play" signs and a school speed limit sign at the end of the street. Stop signs would bring people to a complete stop and there would be a self-imposed lowering of speed. Council discussed the issue being about safety and the steps the City has to take including the traffic study. In response to questions from Council, Ms. Sioco stated that Ravenswood goes from Bedford Road and turns into Russell, which continues to Pipeline Road; that there is a four-way stop at Ravenswood and Russell; and that traffic is heavier when people are dropping off and picking their children up from school. There was discussion on the 20 mph for Schumac Lane and the standard size of City streets is 30 feet. There was further discussion on conversations she has had with the Mayor and that she did not get a response from a request put through WebQA on June 22.

NEW BUSINESS

- 3. Consider a resolution approving the City of Bedford's Section 125 Plan that allows employees to make contributions for insurance premiums and Health Savings Accounts (HSA) on a pre-tax basis as allowable under the Internal Revenue Service (IRS) Code Section 125.**

This item was approved by consent.

4. Consider a resolution authorizing the City Manager to enter into a contractual agreement for employee health and dental insurance benefits with CIGNA.

Ms. McAdams stated that as discussed previously, both medical and dental insurances were up for bid. The process for bidding the medical insurance was started in May and bids were received in June. The bids provided were for 12 months with an expiration date of September 30, 2014. The City has contracted with Cigna for the past seven years. Four bids were received, including Blue Cross Blue Shield, United Health Care, Aetna and Cigna. Humana and TML did not bid due to high and ongoing medical claims. The original bid from Cigna was at 13 percent over the current rate; after negotiations, they reduced it to 4.59 percent over the current rate. After negotiations, Aetna and Blue Cross Blue Shield came in at 0.89 percent and 5.85 percent over the current rate respectively. The bid from Cigna included both state and federal taxes that go into effect in January of 2014, while Aetna's only included the federal tax. Staff is recommending continuing with Cigna because they provide generic medications for preventative diseases at no cost, which has a utilization on the plan of 86 percent; their bid included state and federal taxes while Aetna's only included one; Aetna's bid was based on an immature plan year with an estimated cost of 8 percent on the following year's renewal rate; the disruptions caused by changing insurance carriers; and that Cigna has worked with the employee clinic on what is covered.

In regards to dental insurance, Ms. McAdams stated that the process began in March and bids were received in May. The bidding was for 12 months with an expiration date of September 30, 2014. 13 bids were submitted, of which two were competitive. MetLife's bid was at 10 percent over the current rate, while Cigna's was at 11 percent over the current rate. After negotiations, Cigna matched the 10 percent over the current rate. In answer to questions from Council regarding if other companies matched the \$12,000 from Cigna for wellness, she stated that Aetna had \$10,000 plus biometric screening and a health risk assessment, while Blue Cross Blue Shield had a "Well On Target" web-based program and biometric screenings.

Motioned by Councilmember Brown, seconded by Councilmember Turner, to approve a resolution authorizing the City Manager to enter into a contractual agreement for employee health and dental insurance benefits with CIGNA.

Motion approved 6-1-0. Mayor Griffin declared the motion carried.

Voting in favor of the motion: Mayor Griffin, Councilmember Davisson, Councilmember Champney, Councilmember Nolan, Councilmember Turner and Councilmember Brown

Voting in opposition to the motion: Councilmember Boyter

5. Consider a resolution authorizing the City Manager to enter into a one-year contract with Connect-CTY to provide a mass notification system for the City of Bedford in the amount of \$35,518.93.

This item was approved by consent.

6. Consider a resolution authorizing the City Manager to reject the bid for the 2013 Crack Sealing Program at Various Locations Contract.

This item was approved by consent.

7. Consider a resolution to authorizing the City Manager to enter into a contract with Flagship Sweeping Services, Inc. for street sweeping in the amount of \$51,355.39.

This item was approved by consent.

- 8. Consider a resolution authorizing the City Manager to enter into a contract with CPS Civil, LLC for Pavement/Water Line Improvements on Somerset Terrace (Project A) and Sidewalk Improvements on Bedford Road (Project B) in the amount of \$240,290.80.**

This item was approved by consent.

9. Report on most recent meeting of the following Boards and Commissions:

✓ **Animal Shelter Advisory Board - Councilmember Boyter**

Councilmember Boyter reported that he met everybody on the Board, they are extremely passionate, and that they engaged in lively conversations on a number of topics. There is a unique opportunity to go forward and focus on the needs of the Shelter and to meet with the Council on their ideas. The group is committed on finding homes for more animals and better supporting staff to improve on the conditions of the Shelter.

✓ **Beautification Commission - Councilmember Turner**

Councilmember Turner reported that the Commission has been concentrating on the Boys Ranch area, specifically with 4thFest events and will now be concentrating on events in the BluesFest areas.

✓ **Community Affairs Commission - Councilmember Boyter**

Councilmember Boyter reported that the Commission is looking forward to meeting with the Council next week. They want to sit down together and focus on the future of what the Commission does and help connect the Council to the citizens.

✓ **Cultural Commission - Councilmember Nolan**

Councilmember Nolan reported that the Commission met on Monday night and is pressing forward on the October event and strategic plans for the Cultural District. They hope the October event is bigger than last year.

✓ **Library Board - Councilmember Davisson**

Councilmember Davisson reported that the Board is taking the month of July off.

✓ **Parks & Recreation Board - Councilmember Davisson**

Councilmember Davisson reported that the Board is taking the month of July off.

✓ **Senior Citizen Advisory Board - Councilmember Turner**

Councilmember Turner reported that the Board will meet on July 15.

✓ **Teen Court Advisory Board - Councilmember Champney**

Councilmember Champney reported that the Board meets on a quarterly basis and will meet again in September.

10. Council member reports

No other reports were given.

11. City Manager/Staff Reports

No report was given.

12. Take any action necessary as a result of the Executive Session

No action was necessary as a result of the Executive Session.

ADJOURNMENT

Mayor Griffin adjourned the meeting at 8:39 p.m.

Jim Griffin, Mayor

ATTEST:

Michael Wells, City Secretary